



# CSR POLICY

## DESCOURS & CABAUD



**Positive  
Program**

DAS CSR-PROGRAMM  
VON DESCOURS & CABAUD



DESCOURS & CABAUD



**DEXIS**  
AUSTRIA



## DESCOURS & CABAUD



Founded in 1782, DESCOURS & CABAUD has built up a long-standing leadership position in the distribution of professional supplies. Today, the Group is the leader in France, a major player in Europe and actively present in North America.

With over a million product references, it distributes the widest range on the market through its commercial brands, in particular:

- DEXIS, the partner of industrial sectors;
- PROLIANS, the partner of construction sectors;
- HYDRALIANS, the partner of the water and landscape sectors.

## SUSTAINABLE DEVELOPMENT GOALS



Alongside the men and women who have been its driving force for over 240 years, DESCOURS & CABAUD develops its business based on the values of trust, fairness and ethics.

Its CSR (corporate social responsibility) policy details the Group's priorities and commitments to create value for all its stakeholders: customers, suppliers, employees and shareholders, and to leverage everyone's skills.

DESCOURS & CABAUD acts to make its CSR actions a reality on a daily basis. Its ambition is formalized in the Positive Program, created in 2013 and intensified since the launch of a new dynamic in 2023.





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## VISION AND COMMITMENT

DESCOURS & CABAUD's CSR policy opens opportunities for its partners and stakeholders to improve their social and environmental performance.

The Group's commitments are aligned with the standards set forth in the fundamental conventions of the International Labour Organization (ILO), the Universal Declaration of Human Rights, and the principles implemented by the UN Global Compact.

### **DESCOURS & CABAUD has made serious commitments to:**

- respect individual liberties (i.e., freedom of movement, freedom of thought and creed, and right of ownership);
- the right of association and the right to organize;
- ban all forms of forced labor;
- abolish child labor;
- respect everyone's right of protection from harassment and discrimination;
- provide occupational health and safety prevention;
- comply with the code of ethics on anti-corruption, anti-trust and conflict of interest;
- refuse to directly or indirectly provide supplies to conflict zones or to financially profit from intensive or unfair exploitation of natural resources that local communities rely on for their survival or way of life;
- comply with the precautionary principle on protecting the environment and natural spaces.



## **A PROGRAM TO CONVEY THE GROUP'S GOALS**

As DESCOURS & CABAUD has grown, it has never wavered from its principles rooted in CSR values.

The Positive Program formalizes objectives associated with a far-reaching action plan for sustainable performance. The plan began in 2013 and was enlarged in 2023.

The ultimate goal is to unite our employees across the Group's subsidiaries around sustainable development. It also sets forth the Group's contributions to major global sustainability issues, such as those cited in the United Nations Sustainable Development Goals (SDGs).

# **Positive Program**

### **The plan has four main pillars:**



Act as a responsible employer



Be our customers' CSR partner



Manage the environmental impact of our business



Have committed governance, anchored in a strong business ethic that cuts across our actions and our value chain



## EMPLOYEES

### Act as a responsible employer:

- Ensure a safe environment for our employees and their managers  
**SDGs 3 and 8**
- Support career development for our employees  
**SDG 4**
- Practice equal treatment in our labor policies  
**SDGs 5 and 10**
- Educate our employees about CSR, especially in terms of how it affects their trade  
**SDGs 4 and 17**
- Strive to improve the employee experience  
**SDG 3**

# Positive Program

## CUSTOMERS

### Be our customers' CSR partner:

- Provide our customers CSR-effective services, solutions, innovations and products  
**SDGs 6, 9, 11 and 12**
- Make sustainability (eco-design, use, repairability, recyclability) a driver for differentiation and performance in our business relations  
**SDGs 12 and 17**
- Work to create a responsible supply chain and expand the scope of our CSR commitments to include suppliers  
**SDGs 1, 8, 9, 10 and 12**
- Maintain and expand a regional network of operations that fosters hands-on customer relations  
**SDGs 8 and 12**
- Continue to engage our private labels in an ongoing improvement process in terms of CSR performance and offerings  
**SDGs 1, 8, 9, 12, 13, 15 and 17**
- Offer innovations and engineering research that increase efficiencies for water and energy management  
**SDGs 6, 9, 12 and 13**

## ENVIRONMENT

### Manage the environmental impact of our business:

- Fight climate change, keep our carbon footprint in check, and work toward the “carbon neutral by 2050” goal  
**SDG 13**
- Actively limit the Group’s environmental and ecological impacts  
**SDGs 12, 13 and 15**
- Expand the eco-designed product ranges for our private labels  
**SDGs 12, 13 and 15**
- Better know and measure our environmental impact  
**SDGs 12, 13 and 15**

*An initiative that benefits employees, customers, the environment and our value chain*

## GOVERNANCE AND VALUE CHAIN

### Have committed governance:

- Make CSR and sustainable development part of the Group's strategy  
**SDG 17**
- Instill business ethics as a fundamental value of our practices  
**SDG 16**
- Work diligently to ensure basic human rights are respected in our activities and partnerships  
**SDGs 1, 3, 5, 8 and 10**
- Practice responsible marketing  
**SDG 12**

### Take action at every stage of the value chain:

- Work toward social and environmental efficiencies that benefit our upstream and downstream value chain  
**SDGs 8, 10 and 17**
- Contribute to the economy and job creation  
**SDGs 8 and 11**
- Support initiatives, particularly through patronage, in training, culture, inclusion, the economy and health  
**SDG 17**
- Advocate for and foster responsible consumption  
**SDGs 12 and 17**
- Increase our interactions with the circular economy  
**SDGs 8 and 12**

The company owes its overall CSR performance to its governance and contributions from the local community, individuals and groups. This motivates all involved to reflect the Group's commitment in their professional conduct.

The DESCOURS & CABAUD CSR policy is fully aligned with the Group's commitments to the United Nations Sustainable Development Goals.

It applies to every DESCOURS & CABAUD subsidiary and global facility, and all its employees.



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